

PAY DIFFERENTIAL 414
ONE-TIME BONUS PAY DIFFERENTIAL – SEIU

Established: 04/01/2017

CBID DESIGNATIONS:	RATE	EARNINGS ID	DEPARTMENT
E01, E03, E04, E11, R01, R03, R04, R11, R14, R15, R17, R20, and R21	\$2,500 One-Time Bonus	9G5	All Departments

CRITERIA

Employees in the CBID designations listed above shall receive a one-time bonus of \$2,500 as follows:

1. Permanent and limited term full-time employees who were on payroll as of December 2, 2016, and who remained employed as of March 15, 2017, shall receive \$2,500.
2. Permanent and limited term part-time employees who were on payroll as of December 2, 2016, and who remained employed as of the March 15, 2017, shall receive \$2,500.
3. Employees holding a temporary authorization (TAU) appointment who were on payroll as of December 2, 2016, and who remained employed as of the March 15, 2017, and who were paid for 519 or more hours (intermittent appointment) or the equivalent of 519 hours (full-time and part-time appointment) during the 12-month period of December 1, 2015, through December 2, 2016, shall receive \$2,500. An employee holding a TAU appointment with prior permanent status who accepts a TAU appointment without a break in service shall be entitled to the bonus under Criteria 1 or 2 above.
4. Permanent, limited-term, and seasonal intermittent employees who were on payroll as of December 2, 2016, and who remained employed as of the March 15, 2017, and were paid for 519 or more hours during the 12-month period of December 1, 2015, through December 2, 2016, shall receive \$2,500.
5. Any employee who holds multiple appointments and is represented by SEIU Local 1000 shall receive \$2,500 if their combined time base is equal to or greater than one-quarter (1/4) time.
6. Employees on an unpaid leave of absence as of December 2, 2016, must meet the equivalent of receiving pay for 519 hours or more during the 12-month period of December 1, 2015, through December 2, 2016, to be eligible for the bonus.
7. Employees on industrial disability leave, enhanced industrial disability leave, and military leave are eligible for the bonus regardless of the number of hours paid during the 12-month period.
8. Employees on State Disability Insurance or Nonindustrial Disability Insurance must meet criteria 1, 2, 3, 4, or 5 above.

DEFINITION OF "ON PAYROLL":

Employees must have been appointed to an eligible CBID as of December 2, 2016, and remained in an eligible CBID as of March 15, 2017.

SECTION 14:**PAY DIFFERENTIALS**

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	No*
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

* Retired Annuitants are not eligible unless appointed under Government Code Section 21228.